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Panel: Higher Education Scorecards, Performance Based Metrics and Faculty Compensation

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University Professionals of Illinois

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Panel: Higher Education Scorecards, Performance Based Metrics and Faculty Compensation

42nd Annual National Conference

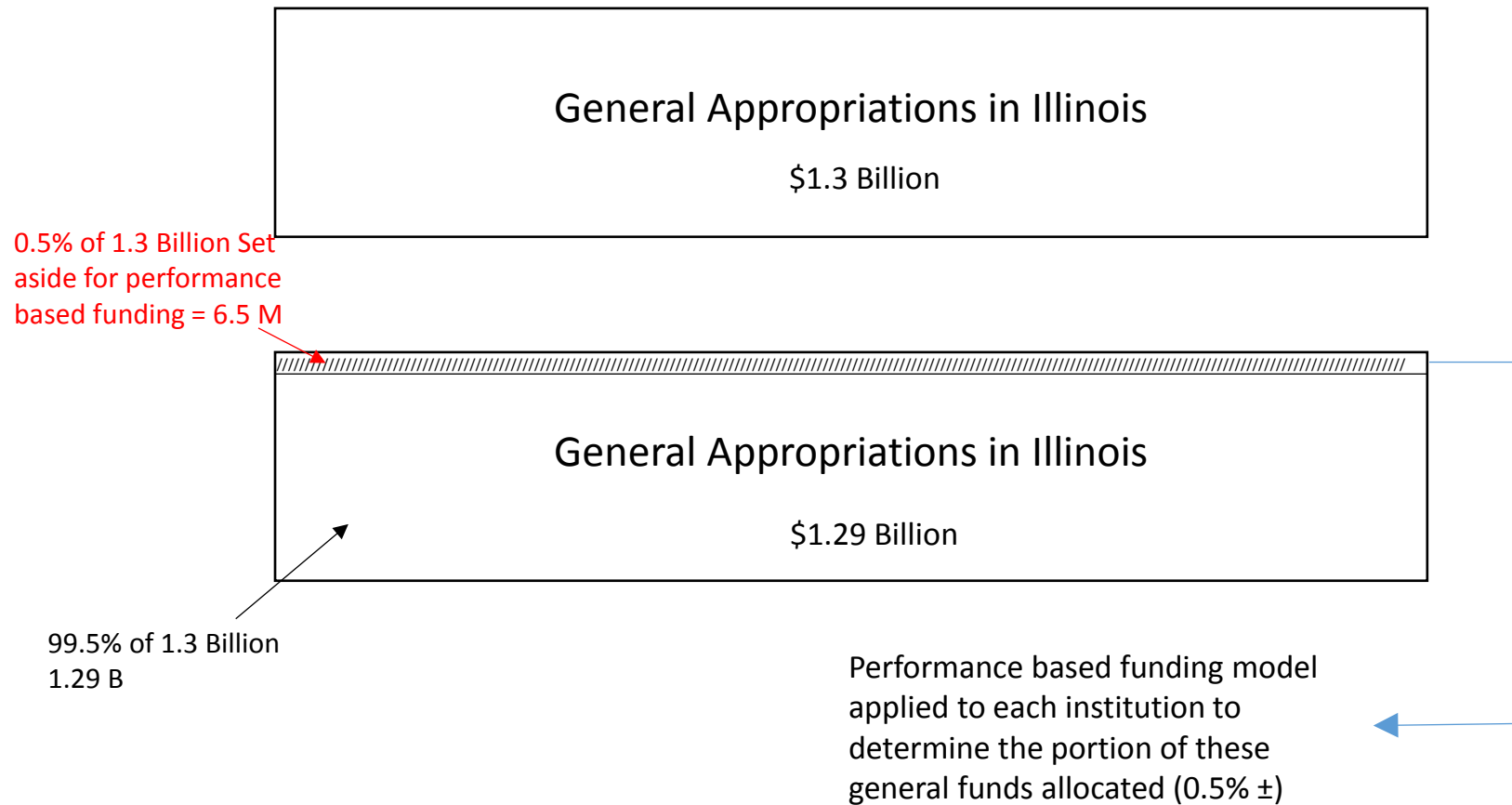
Collective Bargaining and Labor Relations in Higher
Education

CUNY Graduate Center

April 20, 2015

Jonathan P. Blitz

University Professionals of Illinois



FY2012
Universities with University Professionals of Illinois
(UPI) Bargaining Units

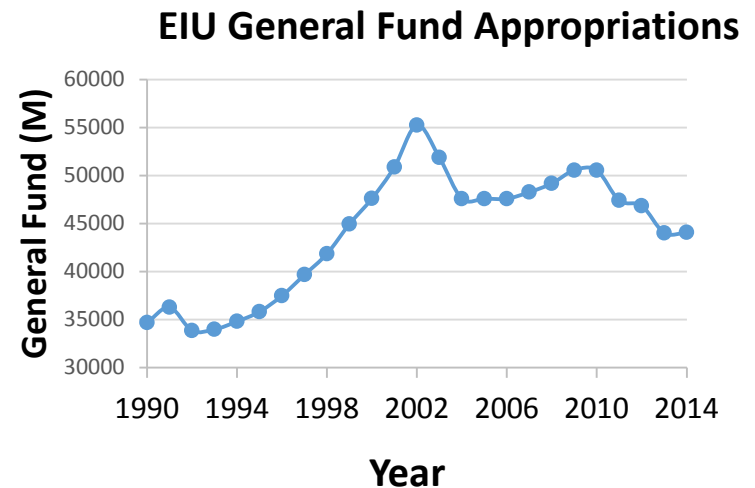
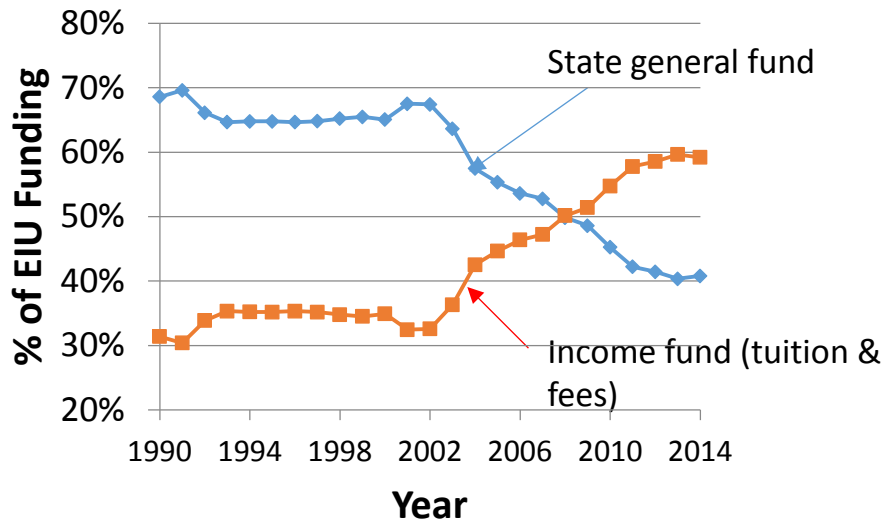
Institution	General Appropriations (Millions)	General Appropriations Subject to Performance Based Funding Formula (Thousands)
Chicago State University	39.2	196
Eastern Illinois University	46.9	234.5
Governors State University	26.2	131
Northeastern Illinois University	40.2	201
Northern Illinois University	99.6	498
Western Illinois University	55.5	277.5

What else is happening in Illinois? At EIU?

In Illinois

“State general funds support for public universities as a percent of total educational and related revenues declined from 72.2 percent to 39.8 percent between fiscal years 1999 and 2014, while the share from tuition (university income funds) increased from 27.8 to an estimated 60.2 percent.” *IBHE 2015 Annual Report*

At EIU

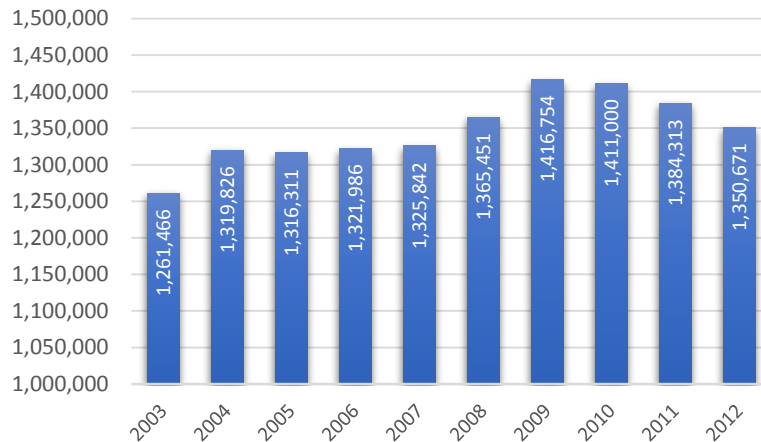


The lower the state general fund contribution – the less effect performance funding formulas have on finances and negotiations. In 2014 EIU received approximately the same dollar amount as in 1999. Adjusted for inflation...I only have data back to 1973.

General funds decrease means tuition and fees must increase. Some factors limiting enrollment (tuition and fee income funds) include

1. Available students
2. Affordability
3. Competition

Total Enrollment in IL
Postsecondary Institutions (IBHE)

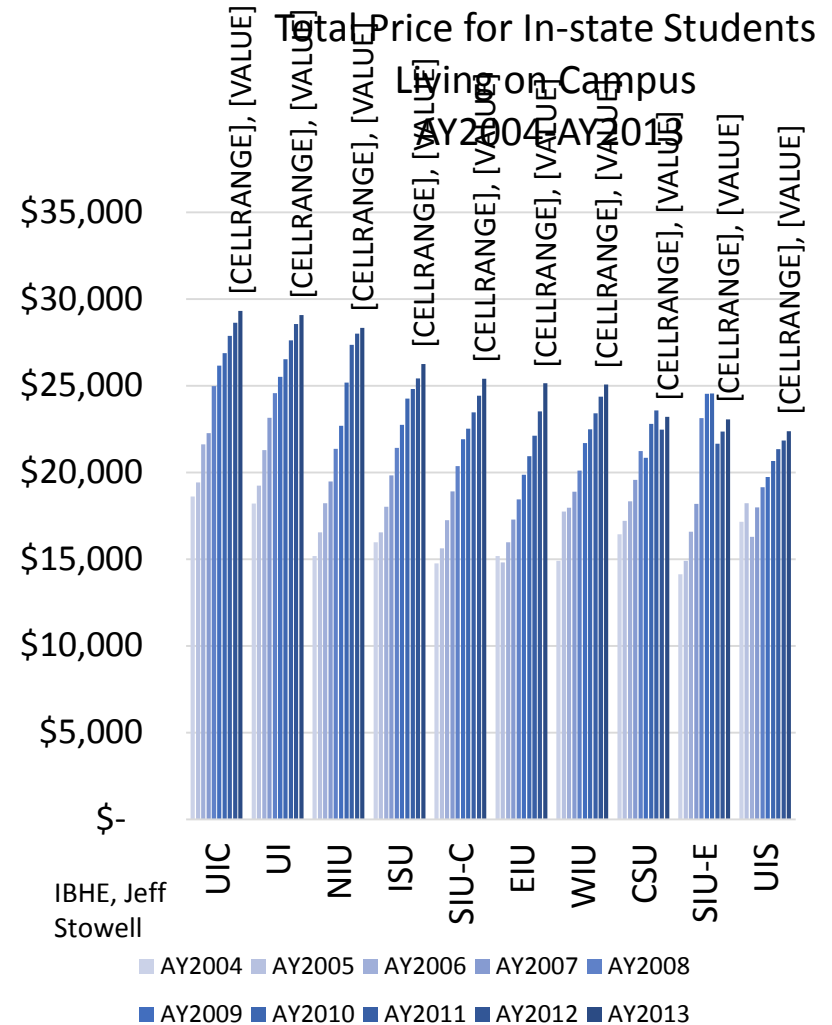
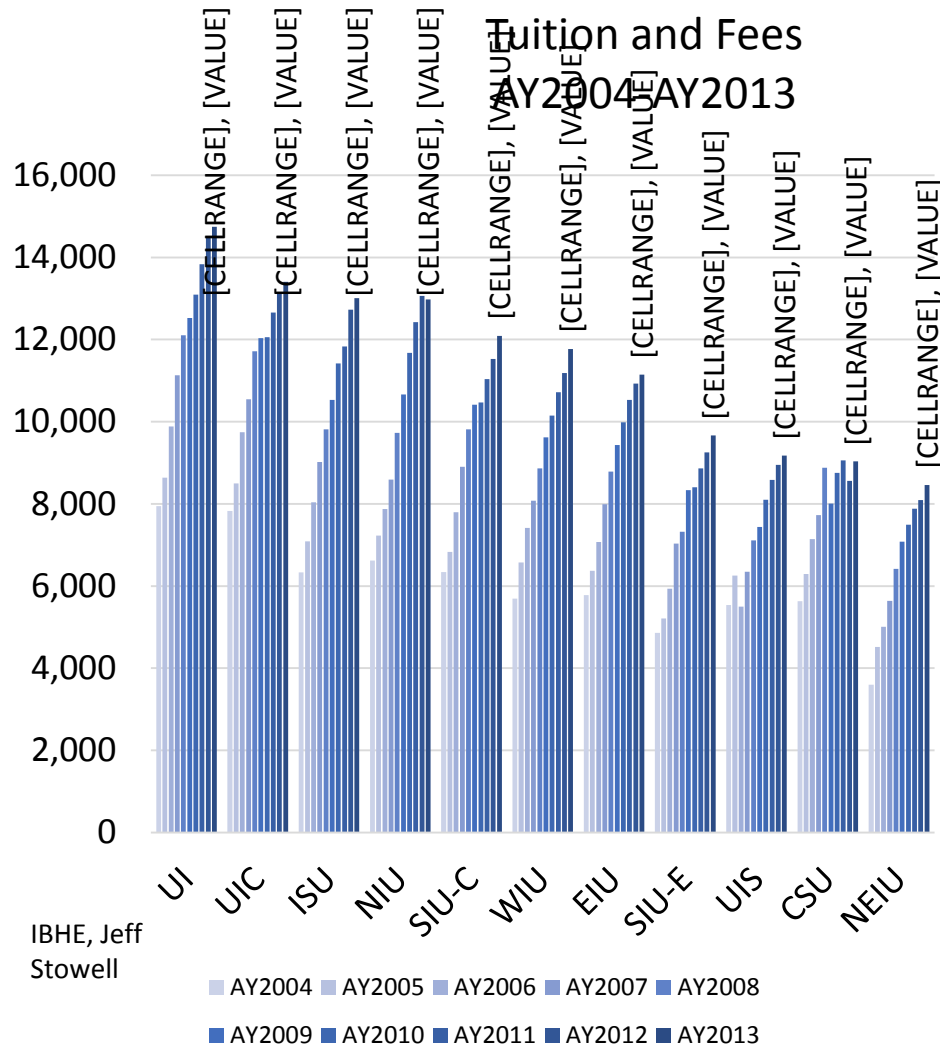


The trend starting in 2009 will continue.

With respect to high school graduates in Illinois (i.e. available students) “...the graduating class of 2028 will be 14 percent smaller than the class of 2009 (by 20,000 graduates).” *WICHE report on Illinois*

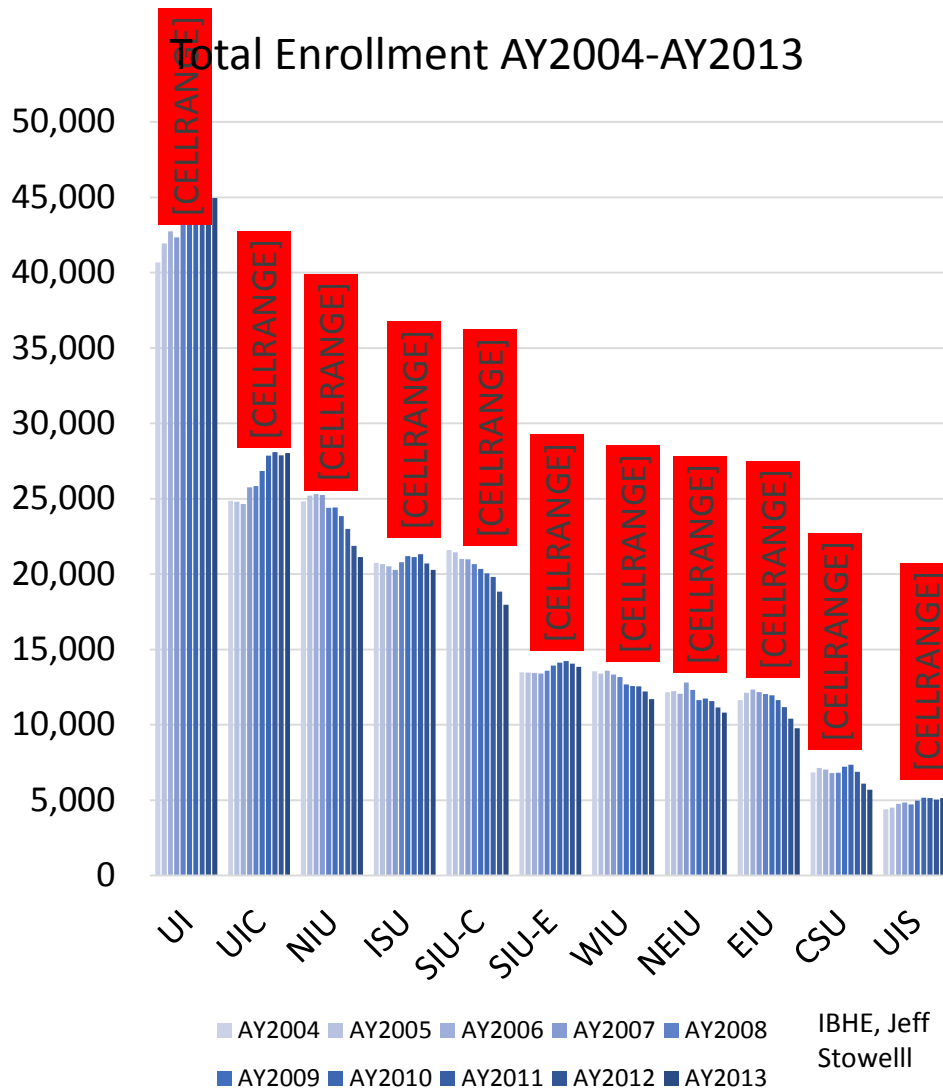
Affordability & Competition

Journal of College Budgeting in the Academy, Vol. 6, Iss. 10 (2007)



Illinois has the third highest net out-migration of college students to other states (28,000 students/year) National Center for Education Statistics

Illinois' higher education costs are about \$3,000 more than the national average College Board



All of these factors have hurt enrollment at the regional schools in Illinois

Enrollments

Tuition and fees (Income funds)

\$ Available

Bargaining

Illinois Performance Based Funding in Perspective

Journal of Collective Bargaining in the Academy, Vol. 16, Iss. 16 (2016), Article 16

At EIU

- Performance based funding model - approximately \$250 K in play
- Late March 2015 budget rescission for FY15 - approximately \$1 M
(General funds – 2.25 %)
- Governor proposed reduction of EIU budget for FY16 - approximately \$13 M
(General funds – 31 %)

A wild guess after all negotiations are done for FY16 budget - approximately \$4 M
(General funds – 10 %)

For the above reasons - performance based funding has not (yet) had an effect on bargaining in Illinois. But we are watching for at least two reasons.

Keeping Watch 1

House bill increases share of general funds subject to performance based formula from 0.5 % to 5 %.

Institution	General Appropriations (Millions)	General Appropriations Subject to 0.5 % Performance Based Funding Formula (Thousands)	General Appropriations Subject to 5 % Performance Based Funding Formula (Millions)
Chicago State University	39.2	196	1.96
Eastern Illinois University	46.9	234.5	2.34
Governors State University	26.2	131	1.31
Northeastern Illinois University	40.2	201	2.01
Northern Illinois University	99.6	498	4.98
Western Illinois University	55.5	277.5	2.77

Keeping Watch 2

- Measurement of outputs in funding formula a culture shift.
- Universities → Colleges → Departments → Faculty
- IF performance based funding is here to stay, eventually it will affect faculty, contract and salary negotiations.
- IF performance based funding is here to stay, unions are likely to resist these pressures as much as possible.

Thank you for your attention!